



Army Directive 2016-19: Retaining a Quality NCO Corps

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Key Changes



- **Retention Control Points (RCP)**: The directive establishes new tenure limits for Senior NCOs in the rank of SFC and above. It changes the RCP for CSM/SGM from 32 to 30, MSG from 29 to 26, and SFC from 26 to 24. The maximum age also changes to age 60.
- **Bar to Reenlistment**: Renamed "Bar to Continued Service" and may be applied to those NCOs who have reenlisted under the Indefinite Reenlistment Program. Also prohibits non-quality Soldiers from entering other Army components.
- **Indefinite Reenlistment Program**: Renamed the NCO "Career Status Program" and elevates entry point into program from 10 to 12 years of service.



Key Changes (Cont)



- **Qualitative Management Program (QMP) and Quality Service Program (QSP)**: QMP and QSP were revised to coincide with new promotion eligibility criteria. The revised portions are:
 - Staff Sergeants with 36 months time in grade who have not graduated from Advanced Leaders Course or Sergeants First Class with 36 months time in grade who have not graduated Senior Leaders course are now subject to the denial of continued service through QMP.
 - Staff Sergeants with more than 2 years time in grade and more than 18 months until their RCP are eligible for potential of denial of continued service under QSP.



Purpose of RCP Changes



- As the Army force structure changes, it is critical that we retain the NCOs with the most potential while making our future leadership development model a priority.
- The Army NCO Corps is the backbone of our Army and we will continue to allow Senior NCOs to serve a tenure that supports a balanced, healthy promotion system for all enlisted ranks.
- We must ensure our future leaders, which consist of combat experienced mid-grade NCOs with the most potential for success, have the opportunity for promotion and potential for continued service.



Retention Control Points (RCP) Chart

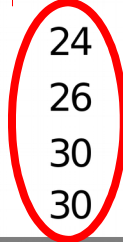


Senior NCOs selected for promotion after 26 May 2016 will have the following

new RCP
Army RCPs

Grade	Total Years Active Service
Private/Private First Class	5
Corporal/Specialist (including those promotable)	8
Sergeant (including those promotable)	14
Staff Sergeant (including those promotable)	20
Sergeant First Class (including those promotable)	24
First Sergeant/Master Sergeant	26
First Sergeant/Master Sergeant (promotable)	30
Command Sergeant Major/Sergeant Major	30

Or age 60,
whichever
occurs
first



Changes
implemented
by this
Directive

Notes:

1. Active service is defined as service on active duty.
2. Command sergeants major (CSMs) and sergeants major (SGMs) (at Headquarters, Department of the Army and Army Commands) serving in nominative positions where the CSM/SGM is rated by a general officer, member of the Senior Executive Service, or equivalent, or is serving as CSM at the U.S. Army Sergeants Major Academy or as Executive Officer to the Sergeant Major of the Army are authorized to serve beyond 30 years total active service while serving in the position. The Vice Chief of Staff of the Army must approve exceptions for operational reasons. Upon leaving a position which authorizes service beyond 30 years, NCOs who have not applied for retirement will be classified using special reporting code 09U (see note 4).
3. "Promotable" refers to RA and USAR only. The ARNG AGR Title 10 program has no "promotable" status; those RCPs are established at the "nonpromotable" grade.
4. The RCP for Soldiers classified in special reporting code 09U is 9 months from the effective date of



RCP Implementation



Senior NCOs selected for promotion before 26 May 2016 will have the following new RCP or a minimum of 12 months remaining in service from 1 October 2016 (whichever is longer)

Reduction of RCP Changes for NCOs

Soldiers' BASD	SFC & SFC(P)
1 October 1992 and earlier	26
2 October 1992 through 1 April 1994 (inclusive)	25
2 April 1994 and later	24
Soldiers' BASD	1SG/MSG
1 October 1989 and earlier	29
2 October 1989 through 1 October 1990 (inclusive)	28
2 October 1990 through 1 April 1992 (inclusive)	27
2 April 1992 and later	26
Soldiers' BASD	1SG/MSG(P) & CSM/SGM
1 October 1986 and earlier	32
2 October 1986 through 1 April 1988 (inclusive)	31
2 April 1988 and later	30

NCOs seeking exceptions should see their Career Counselor

A phased roll-back mitigates the risk to individual Soldiers and other Army programs. Readiness, Training, Transformation and Teamwork



History of Retention Control Point Changes



RANK	2016	2015	2014	2011	2008	2006	2005	2000	1997	1993	1992
	(Effective 1 Oct 2016)	(Effective 1 Oct 2015)	(Effective 1 Feb 2014)	(Effective 1 Jun 2011)	(Effective 1 Nov 2008)						
PFC	5	5	5	5	8	8	3	3	3	3	3
SPC	8	8	8	8	10	10	10	10	10	8	8
SPC(P)	8	8	8	12	15	15	15	15	10	8	13
SGT	14	14	14	13	15	15	15	15	15	13	13
SGT(P)	14	14	14	15	20	20	20	20	15	15	20
SSG	20	20	20	20	23	22	22	20	20	20	20
SSG*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	22	N/A	N/A	N/A
SSG(P)	20	20	26	26	26	24	24	24	22	22	24
SFC	24	26	26	26	26	24	24	24	22	22	24
SFC(P)	24	26	29	29	29	26	26	26	24	24	27
MSG	26	29	29	29	29	26	26	26	24	24	27
MSG(P), SGM/CSM**	30	32	32	32	32	30	30	30	30	30	30

* SELECT MOS (79R)

dition, Training, Transformation and Teamwork

** SELECT SGM/CSM MAY SERVE BEYOND 30 YOS



RCP for SGM/CSM in Nominative Positions



- SGM/CSM serving in nominative positions where the CSM/SGM is rated by a general officer, member of the Senior Executive Service or equivalent; or serving as CSM at the U.S. Army Sergeants Major Academy or as Executive Officer to the Sergeant Major of the Army are authorized to serve beyond 30 years total active service **while serving in the position**
- Exceptions for operational reasons must be approved by the Vice Chief of Staff of the Army
- NCOs who have not applied for retirement (upon leaving a position which authorizes service beyond 30 years) will be classified using reporting code 09U
- Soldiers classified in reporting code 09U will be separated 9 months from the effective date of classification



RCPs for Reduction in Grade



- Soldiers who exceed their RCP as a result of their reduction in grade or removal from a promotion list must retire or separate from the Army no earlier than 90 days or no later than 180 days after the effective date of their reduction in grade
- Communication between leaders and unit Career Counselors is vital in ensuring ETS dates are accurate
- Soldiers with 18 or more years of active Federal service who exceed their RCP as a result of a reduction in rank may serve to meet the minimum retirement eligibility unless involuntarily separated by the Secretary of the Army or his designated representative



NCO Career Status Program



- Changed the name of the Indefinite Reenlistment Program (RA and USAR only) to the NCO Career Status Program
- Program still applies to NCOs in the rank of staff sergeant and higher who are eligible for reenlistment in accordance with AR 601-280 and AR 140-111, but shifts the entry point from 10 to 12 years of service
- Entry point to coincide with projected continuity pay under the new retirement system



Bar to Reenlistment



- Purpose: To maintain high quality Soldiers as they enter the Indefinite Reenlistment Program and transition to the Reserve Components (RC)
- Change name to “Bar to Continued Service”
- Current rules of 3 month review and 6 month review still apply
- Changes intent of bar to put Soldiers on notice for possible separation
- Apply to Indefinite Soldiers (all enlisted ranks) and AC to RC Soldiers
- AR 635-200, Chapter 13 will incorporate necessary changes on the next regulation update
- Enclosures 1 and 2 to the Directive are replacements to the Bar to Reenlistment chapters of AR 601-280 and AR 140-111



Adjustments to QSP and QMP



Qualitative Service Program (QSP) and Qualitative Management Program (QMP) criteria adjusted to coincide with new promotion eligibility criteria, which was adjusted to match adjusted RCPs.

Changes to QSP and QMP consist of:

- QMP: NCOs who fail to qualify themselves for promotion consideration to the next grade because they have not completed the appropriate level of NCOES training will be subject to potential denial of continued service through the QMP process. It will apply to NCOs:

- In the rank of SSG, upon attainment of 36 months time in grade (TIG) without graduating from the Advanced Leaders Course; or

- In the rank of SFC upon attainment of 36 months TIG without graduating from the Senior Leaders Course.

QSP: NCOs (SSG and above) with two or more years TIG and 18 months time in service remaining (based on each NCO's established RCP) when their Primary Military Occupations Specialty and grade are otherwise announced as subject to denial of continued service by the QSP process, will otherwise be eligible for potential denial of



Execution Guidance



- Detailed guidance will be issued with ALARACT and Milper Messages
- HRC will change respective Soldiers' ETS dates to correlate to the new RCP dates for SFC-SGM/CSM
- Frequently asked questions are posted at <https://www.us.army.mil/suite/doc/46541885>; other questions should be directed to the unit Career Counselor